



## **U.S. ARMY / CORPORATE CAREER PROJECT® SERVICE STRATEGY**

A proposal to assist the U.S. Army with strategic services for which CCP has had over a decade of experience in providing for the Army Recruitment Command, namely:

- Active Duty Military Recruitment
- Pays Partnerships (Military-Corporate partnering)
- Veteran Placement
- Special Recruitment Projects



**PART I: OVERVIEW**

**OVERVIEW:**

***Who we are.***

The Corporate Career Project ®(CCP) was founded under a U.S. Army contract in 2012. CCP was formed under a working relationship with the Army’s Denver Recruitment Command (Col. Winterroad / Debbie Cannon, Marketing Dir.) to assist regional recruitment offices with active duty recruitment, “PAYs” Partnerships (corporate-military partnerships), and military career fairs. CCP worked directly with recruitment field operations in Denver, Thornton, Brighton, Commerce City, Greeley, and Golden between 2005 and 2015.

***Achievements.***

CCP and the work efforts of a team led by Karl Emmerich, completed the following initiatives:

- ***Career Events:*** Over 60 Live Career Fairs with up to 100 major corporations per event promoted, managed, and harvested for military recruits
- ***Facilitation:*** 35 college & university partnerships developed (see attached); onsite recruitment, presentation, and classroom discussions with 7 high schools, 3 junior colleges, and 15 school districts. Onsite presentations rendered in accordance with National Assets displays, lecture hall and classroom Q&A, lunch-and-learns, and Informational booths. Access and involvement with high schools provided-for under auspices of athletic department donations, curriculum-sharing, and media recognition of high school grad recruitment candidates.
- ***Media & Event Coverage:*** Because CCP was part of a media cooperative, the majority of its features were included in regional news and publications. Such features



**DELIVERABLE**

CCP has the experience of U.S. Army contracting and the provision of timely contractual deliverables.

CCP’s accomplishments with the U.S. Army remain both substantive and demonstrable within the realms of active duty recruitment, corporate partnerships, and veteran placement.



**PART I: OVERVIEW****INVOLVEMENT**

Community Involvement spawns the highest degree of Army recruitment capability as it is based upon purveying to its recruit, the most broadest, yet relevant of contexts upon which their career decisions will be based.

Historically a channel to 'give back' to one's country, today's Army is more an holistic partner in career and personal development.

**OVERVIEW (CONT.):**

included U.S. Army sign-on awards (up to \$130,000 each) to college grads, recruitment training excursions, military professional racing, community involvement, fundraising activities, military color guards, public demonstrations, command changes, and other events.

- **PAYS Partnerships:** Thousands of corporations and employers (See Addendum) were partnered on behalf of the U.S. Army and submitted as PAYS partner candidates at each and every career fair event, including the very first events in October, 2014 / March, 2015 at which 105 employers attended the Denver Broncos stadium.
- **Veteran Placement & Partnerships.** CCP's focus on military recruitment also extended to Veteran placement through its broad circuit of career fairs and services. U.S. Veterans were actively registered, invited to placement events, introduced to recruiters, and placed with companies as broad and diverse as Ball Aerospace, Lockheed Martin, Kroger, Verizon Wireless, Raytheon, and hundreds to thousands of other major recruiters. Nearly 100 corporate PAYS partners were established at the U.S. Army / CCP first career fair events. Supportive partnerships were additionally established with the U.S. Department of Labor, the City of Denver, and the U.S. Department of Justice / U.S. Attorney's Office in Denver to host corporate informational symposiums (see attached) for employers regarding their engagement in U.S. Veteran, homeless, and justice-involved hiring that was supported by federal subsidy and bonding initiatives.
- **Special Projects.** CCP engaged with many U.S. Army recruitment offices\* under the auspices of attracting community youth recruits. One project of great interest to several offices was that of U.S. military gaming (Sgt. Jerome Davis / Brighton Recruitment Office) and the prospect of hosting a community invitational over the course of several week-ends. This project — as well as several others— were part of a strategic planning program with which CCP and its team members were intimately involved.

**Current Interests.**

CCP seeks a U.S. Army contract for:

- **Active duty recruitment** through career fairs (live and virtual)
- **Facilitation** with high schools and junior colleges to host presentations, classroom discussions, and potential field trips/excursions
- **PAYS partnerships** (joint youth career recruitment ventures)
- **Promotional media** (e.g., Homefront publication, social media, web, syndicated media releases)
- **Special Projects** including:
  - Career gaming (Army-sponsored gaming to support recruitment)
  - Sourcing corporate funding/partnership for active duty military recruitment



**PART II: TECHNICAL CAPABILITY.**

**CAPABILITY**

The demonstrated ability for CCP team members to generate U.S. Army recruitment partnerships and enlistment success through tried-and-tested partnerships, programming, and events.



Colorado High School Recruits



Sgt. Behr, Denver Auraria Campus, Denver, Colorado.



CCP-mediated U.S. Army National Assets Event (350 students) Brighton High School.



CCP's own "Colorado Career Book", V2 Iss. 2, March, 2015; over 105 participating employers at this U.S. Army Event.

**TECHNICAL CAPABILITY.**

**STRATEGY: ACTIVE DUTY RECRUITMENT**



Target specifically high school, junior college, and college lower class members via events and presentations.

CCP's focus on U.S. Army active duty recruitment has helped to target the interests of high school, junior college, and college students collectively. Through media, events, and institutional directives, students have been brought into direct contact with U.S. Army recruiters. Whether through National Assets tours, career events, classroom discussions, or other means, CCP has helped to mediate strong military recruitment success.

**STRATEGY: MILITARY CAREER FAIRS**



Continue to organize joint live and virtual events supporting the interests of U.S. Army active duty recruitment

CCP has held over 60 live and 4 virtual major career fair events involving the participation of thousands of government and private corporations from the U.S. Secret Service to all branches of the military and countless defense contractors. Thousands of high school and college grads participated as well as many of their institutional directors (see addendum).

**STRATEGY: SCHOLASTIC FACILITATION**



Regional events and partnerships with high schools and junior colleges.

Between 2005 and 2015, CCP secured 35 major school district, high school, junior college, and university partnerships as part of its own "Careershare" program whereby the U.S. Army could actively recruit, partners, and share curriculum on an unprecedented number of campuses (See addendum). Additionally, countless presentations, classroom lectures, National Assets tours, promotions, and JVs were organized by CCP.

**STRATEGY: PAYS PROGRAMMING**



Promote U.S. Army Corporate Partnerships with High Schools, Junior Colleges, and major corporations.

Over 105 major employers from Safelite to Walmart, RTD and Devry University were converted to PAYS partners during the first CCP-U.S. Army career fair, alone. In the ensuing decade, thousands of employers continued to submit to solicitations to become part of the U.S. Army's PAYS partnership program and to work in cooperation with the U.S. Army regarding its career services and agendas.



**PART II: TECHNICAL CAPABILITY.**

**PARTNERSHIP**

In its most productive sense, U.S. Army partnerships should be considered in the same context as is the valuation of “deliverables” for any other military contractor. But when they are effectively employed, community partnerships can help guaranty the highest levels of return on investment regarding publicity, participation, and program enhancement.



CCP's Army career event in September, 2014 is both covered and featured by Colorado CBS Affiliate, News 4 Denver.



**STRATEGY: PROMOTIONAL MEDIA**



Utilize major channels for Army-related public relations, advertising, and community events.

CCP's utilization of relevant regional news media including metro news and all syndicated networks including Fox, CBS, NBC, and ABC demonstrates its capacity to advance Army recruitment programs and agendas. Synonymously, CCP's 10-year tenure in owning a major news organization further underscores its capabilities in promotional media advertising and public relations. CCP additionally designed and published "Homefront", a publication celebrating the Army's community involvement programming.



**STRATEGY: SPECIAL PROJECTS**



Utilize existing corporate relationships to build joint recruitment interests with the U.S. Army. Additionally build college, high school, and community Army gaming interests.

CCP, in its 10 years of promoting, partnering, and contracting U.S. Army recruitment agendas, has solidified enormous community interest in joint youth career planning and placement. CCP may be uniquely qualified to implement specific programs for the following capacities, which it has both designed and piloted. CCP has demonstrated enormous capacity to recruit candidates, partner high schools and colleges, and to solidify corporate participation interests. The following programs are an extension of these capabilities:

1. **Careershare**<sup>®</sup> Expansion of Active Duty Recruitment Programming & Funding Opportunities through synergizing Active Duty Recruitment and Veteran Placement Activities.
2. **Careercorps**<sup>®</sup> Expansion of Active Duty Candidate Participation through "Careercorps", a CCP gaming pilot that enhances both corporate and student/candidate interests in holistic life rewards including career, life, relationship, and ownership capacities.



**PART III:** RELEVANT PAST PERFORMANCE: Active Duty Recruitment

**PERFORMANCE**

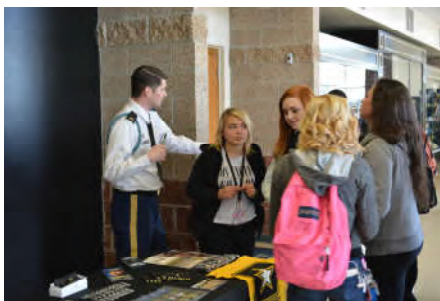
CCP (Corporate Career Project) has been synonymous with U.S. Army recruitment events for over a decade.

Collectively, “Relevant Past Performance” relates to Active Duty Recruitment, Scholastic Facilitation, PAYS Partnerships, and U.S. Veteran Placement.

Please also see the “Addendum”, housing a much larger representation of pieces displayed here.



*Presentation of Colors, U.S. Army, Prairie View H.S. Graduation, Brighton Colorado, Spring, 2011.*



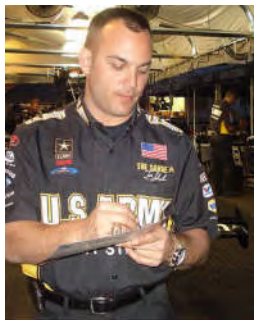
*Army's presence at Prairie View High School.*



*Army's presence at Prairie View H.S., 27J School District. Classroom & Hall presentations made.*



*U.S. Army Recruiting at the CCP / U.S. Army Career Fair event, Adams County Fairgrounds, October, 2014.*



*“Go Army” Racing 2014, Denver, Colorado.*



*CCP / U.S. Army joint-sponsored career event at Adams County Fairgrounds, October, 2014. U.S. Army sergeants interview two high school students.*



*CCP Career Fair, 2017, Denver, Colorado.*



*U.S. Army recruitment sergeants pose with high school students from Prairie View High School, Brighton, Colorado, following a U.S. Army “National Assets” presentation.*

**HS, COLLEGE & COMMUNITY**

*CCP Army Active Duty recruitment bridges the boundaries of high school, college, and community.*

CCP active duty recruitment for the U.S. Army was targeted through many successful channels including directly on high school and college campuses as well as within large commercial venues such as Mile High Stadium.

CCP’s active duty recruitment support is unprecedented and placed the U.S. Army into face-to-face engagement with the most sought after demographic—high school to college age students and residents.



*U.S. Army recruiters at the CCP / U.S. Army co-sponsored career fair event at Mile High Stadium (Bronco’s stadium), March, 2015.*



**PART III: RELEVANT PAST PERFORMANCE: HOMEFRONT**

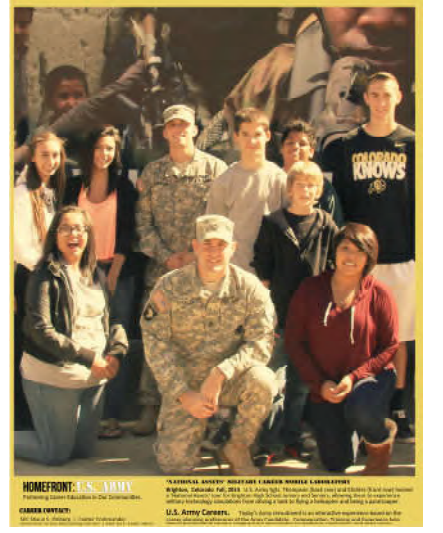


**HOMEFRONT® Publication**

CCP published “Homefront”, its own tribute magazine supporting the U.S. Army’s recruitment efforts by celebrating its extensive community involvement.

The U.S. Army’s inability to access some high schools and colleges had hindered recruitment efforts and was at least partially remedied by helping to dispel notions of the U.S. Army being “too violent”. Herein, CCP helped publicize and celebrate all the events and involvements that are often done behind the scenes but which favorably impacted the U.S. Army’s ability to gain access to high school and junior college students:

- Community Fundraisers
- Cultural event participation
- Joint law enforcement exercises
- Classroom teaching & learning
- Sporting excursions
- Community recognition dinners
- Scholastic sports funding
- National Assets tours



**PART III: RELEVANT PAST PERFORMANCE: PAYS**

**THE FIELD IS WIDE OPEN**

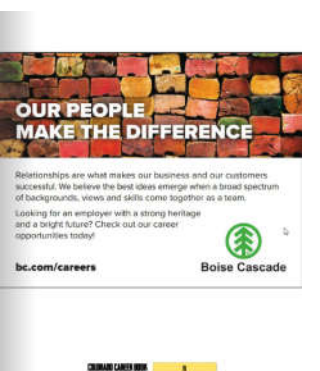
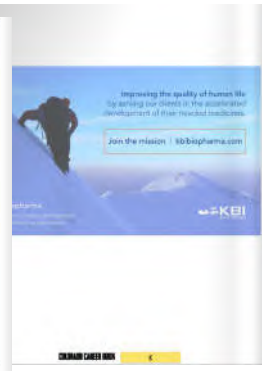
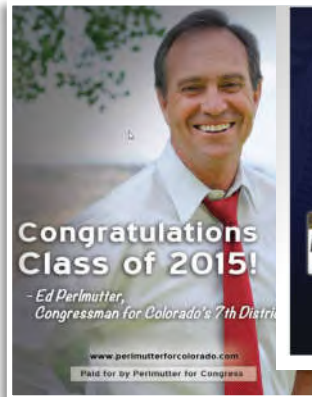
CCP PROMOTES ARMY PAYS PARTNERSHIPS

We've worked with thousands of America's largest governmental, public, charitable, and scholastic organizations and made many of these proud partners in the shared active duty recruitment efforts of the U.S. Army. Additionally, CCP also partnered thousands of America's largest employers in the recruitment and placement of those who have already served in the Army and who are now proud Veterans.

CCP additionally handled the advertising, events, and career services for these companies. Some had loose affiliations with the U.S. military while others were themselves, military defense contractors. The majority of these organizations, however, could play an even greater strategic role in both active duty and veteran military recruitment.

Under a continued U.S. Army contract, CCP will serve the U.S. Army including:

- PAYS partnership commitments
- U.S. Army active duty recruiting
- Potential monetary and in-kind grant servicing to regional active duty recruitment efforts by the U.S. Army
- Joint funding and participational sharing of U.S. Army community service commitments





**PART III: RELEVANT PAST PERFORMANCE: VETERAN**


**VETERAN HIRING INITIATIVES**

CCP PROMOTES U.S. VETERAN JOB PLACEMENT

The Corporate Career Project (CCP) has embraced U.S. Veteran placement as one of its top three missions in its role with the U.S. Army.

Endeavors have included:

- Formation of Fairchance, 501(c)3.
- Partnership with the U.S. Attorney's Office (U.S. Attorneys John Walsh, Bob Troyer, Matt Kirsch [current])
- Partnership with U.S. Dept of Labor
- Holding 60+ Employer Symposiums with 10 government agencies to show HR Directors the efficacy of targeted hiring of Veterans with government subsidies, tax incentives, and bonding.
- Hosting nearly half of all 50+ employer career fairs as "Fairchance/ Veteran Hiring Events"
- Working individually with Veterans regarding their resumes, portfolios, and personal employer introductions
- Directly placing U.S. Veterans with employers
- Offering U.S. Veterans 100% FREE career services and access to events
- Promoting exclusive and special "Career Lounges" for Veterans, assisting in de-escalating formality and producing a more serene hiring atmosphere for Veterans
- Partnering multiple Student Veteran Organizations (SVOs)
- Sharing events and offering free services to SVOs and Veteran student members
- Offering free advertising, promotion, and features for SVOs
- Hosting prominent guest speakers at Fairchance Veteran Hiring Career Fairs including ACI Learning, Denver's Center for Law & Policy Director, and the U.S. Dept of Labor Director for Colorado.
- Offering Veterans topical information related to career services, health services, law & policy, and other relevant information.



**U.S. DEPARTMENT OF JUSTICE**

**Robert C. Troyer**

*United States Attorney  
District of Colorado*

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Denver, Colorado 80202

April 23, 2018

Kathy McIntyre  
Director, Fair Chance  
Via e-mail: [kathy@coloradocareerproject.com](mailto:kathy@coloradocareerproject.com)

Re: U.S. Attorney's Support of Fair Chance's Application for Second Chance Act Grant


Kathy:

I write to express my office's full support of Fair Chance's application for the above grant. As you know, the Colorado U.S. Attorney's Office has participated with volunteers and speakers at Fair Chance's Job Fairs for approximately two years. We have seen firsthand that these Job Fairs improve public safety in Colorado by reducing recidivism and helping integrate justice-involved individuals productively back into our communities. We have seen Fair Chance literally turn defendants this office has prosecuted into healthy contributors to our communities after release from prison.

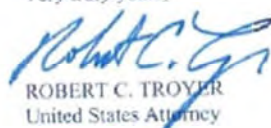
Your work is essential to health and safety, changing the willingness of employees to hire justice-involved individuals – and giving hope and usefulness to those individuals who otherwise feel hopeless and discarded.

Expanding that work with the assistance of the above grant funding is something this office fully supports. The engagement of your identified charity partners is a natural evolution that will expand the amazing safety-improvement impact of Fair Chance's work to more and more people who need and deserve hope and productivity. As a result, I could not be more supportive of your application, and my office will continue to participate in your work to an even greater degree if you receive this grant. We will have many at my office ready to volunteer to help with your expanded pre-release and mentor programming.

Thank you for making life better – and safer – in Colorado.



Very truly yours,



**ROBERT C. TROYER**  
United States Attorney

**PART III: RELEVANT PAST PERFORMANCE: VETERAN**



**PART III: RELEVANT PAST PERFORMANCE: VETERAN**

**VETERAN HIRING INITIATIVES (CONTINUED)**

**CCP/FAIRCHANCE GOVERNMENT-PARTNERED SYMPOSIUMS**

Fairchance was formed out of a working relationship that CCP held with the U.S. Attorney's Office, Denver.

Directors of CCP organized and managed symposiums that were jointly-presided by multiple government agencies including US DOL, Colorado Department of Labor, Colorado Department of Corrections, and the U.S. Attorney's Office.

Over 50+ major employers at a time learned about government programs that could assist in the hiring of special target groups that included U.S. Veterans.

Such programs included government subsidies, tax incentives, and bonding insurance.

Such events notably helped change the hiring policies and practices of companies including RNDC, the second largest American beverage distributor, who regularly attended.



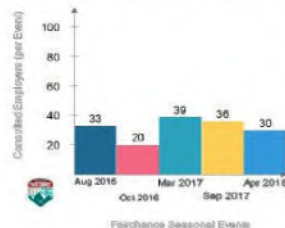
**Left.** Military colors presented at a Fairchance / U.S. Attorney's Office collaboratively partnered symposium event. **Above.** CCP government-partnered symposiums held at the Denver Auraria College campus included over 50 major employers as well as government-led informational sessions on sourcing subsidies and bonding for the hiring of select Colorado candidate populations. Even highlights also included impact presentations by successful candidates who "made it" against all odds.

**Partnered to make a Difference**

Fairchance promotes symposiums hosted by the U.S. Attorney's Office at selected career events. Information is provided to employers with the sole purpose of increasing employment of at-risk populations. 50 to 100 employers at a time learn about free bonding insurance, employment subsidies, and tax deductions which collectively incentivize the hiring of U.S. Veterans, justice-involved, homeless, and the extended-term



Fairchance was founded in 2016 as a collaborative partnership with the U.S. Attorney's Office/Denver (2016-18). Subsequently, the U.S. Department of Labor has occupied a front seat role in assisting under-served populations that have included US Veterans as well as homeless and chronically unemployed.



**Fairchance Employer Consulting Services.** Unlike most re-entry service agencies, Fairchance recognizes the role that employers play in the hiring of U.S. Veterans, Homeless, and Justice-involved candidates. And without a firm understanding of the economic benefits accorded to them for under-served hires (Tax incentives, Free Bonding Insurance, and Wage Subsidies) and their role as a corporate citizen, many employers can easily invoke personal and cultural prejudices to actually thwart the process of re-entry, despite any impressive credentials, experience, or training of a worthy job candidate. This is why Fairchance holistically consults 30 to 50 major employers at a time, monthly, on the merits of under-served candidate hiring. (See our results page).



**PROXIMITY.**

CCP's metro service area overlaps favorably with the vast majority of U.S. Army metro recruitment operations.

**PART IV: PROXIMITY TO TARGET MARKETS**

CCP regionally operates in metropolitan regional areas, within the clustered service range of multiple U.S. Army field recruitment offices. In the Denver market, CCP serviced Colorado Springs to Fort Collins incorporating many regional field offices including Golden, Denver-Auraria, Brighton, Commerce City, Thornton, Greeley, and others.



**PART V: PRICING BREAKDOWN**

Having drafted funded U.S. Army service proposals in the past, we are prepared to submit a “deliverables-based” proposal based upon the active duty recruitment services outlined in this document, including:

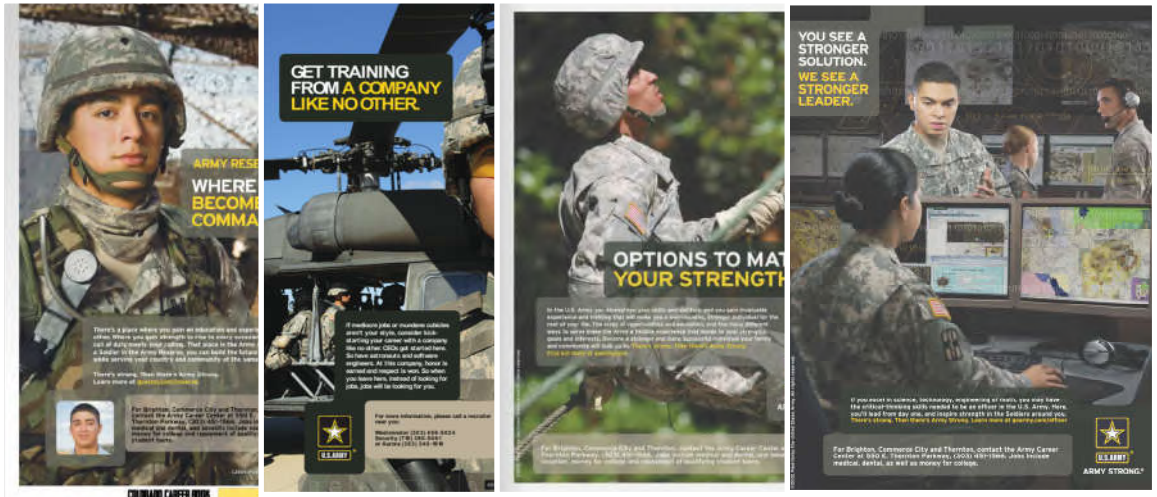
- Live Career Fair Recruitment
- Virtual Career Fair Recruitment
- Media & Publications, including “Homefront” Magazine
- PAYS partnership development
- Special holistic Gaming (“Careercorps” holistic program involvement between candidate, school, corporate America, government, and charity).
- “It takes a Village” programming to combine active duty recruitment, veteran placement, pays partnerships, and the Army’s homefront community agenda

Deliverable:	Quantity:	Unit Cost:	Total Cost: (quantity x unit cost)	Unit Value:	Total Value: (quantity x unit value)
<b>GRAND TOTAL</b>			<b>\$</b>		<b>\$</b>



**PART VI: ADDENDUM IA: ADVERTISING**

**ADVERTISING.**  
CCP's advertising history with the U.S. Army emanates from its own history as a media group (Gateway Multimedia). Army deliverables have included advertising, publishing, social media promotion, public relations, and event coverage.



**Dates:** 2005 –2020

**Demographics:** Denver regional (Pueblo to Fort Collins inclusive); internet, social media, at-career events; northeast Metro Denver (door-to-door distributed).

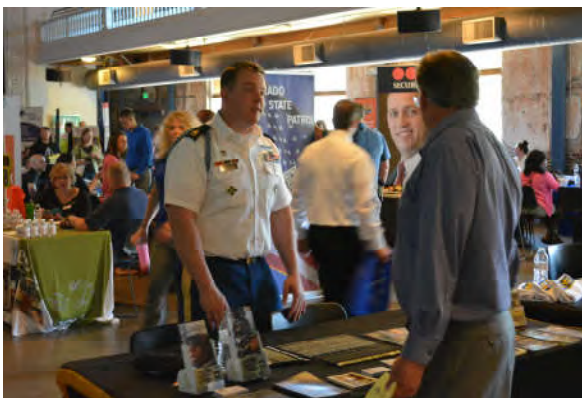
**Inclusions:** Community Army recruitment and involvement (public relations).

**Format:** 100% of Army ads were Army-designed; 100% of regional public relations and feature pieces were CCP/ Gateway News-designed.

**PART VI: ADDENDUM 1B: CAREER FAIRS / ENGAGEMENT**

**CAREER FAIR  
ENGAGEMENT**

The Gateway News' regions of circulation and coverage have centered on Adams County, Colorado since 2005.



**Dates:** 2013 –2021

**Demographics:** Colorado regional.

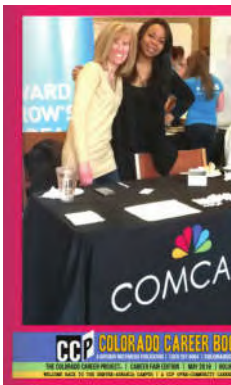
**Inclusions:** Over 60 major live recruitment events plus school, college, and community venues.

**Format:** Live career events (2013-2020); Virtual career events (2021- ). Live high school and college campus facilitations (2005-2015).

**PART VI: ADDENDUM 1C: MEDIA**

CAREER FAIRS  
CCB FEATURES  
**Colorado  
Career  
Book®**

The Gateway News' regions of circulation and coverage have centered on Adams County, Colorado since 2005.



**Dates:** 2005-2015  
**Demographics:** Colorado regional.  
**Inclusions:**

- Advertising
- Public Relations
- Features
- Event Coverage
- Homefront® Magazine
- Colorado Career Book® Features

**Format:** Magazine, Newspaper, Website





**PART VI:** ADDENDUM 2A: **CAREERSHARE** (*attachment*)

**Careershare®**

Careershare is a program to embrace and cement the recruitment partnership interests of School Districts, High Schools, Colleges, Universities, Training Centers, and Charities, and Corporate America.

The program enrolled over 35 scholastic institutions and nearly 100 corporate employers between 2017 and 2019.

Organizations selected up to 25 partnership interests.

**EMPLOYER**



**CAREER MARKET | AUGUST 20, 2018**

## This is Career Market.

### *What is Career Market?*

**Career Market** is an opportunity for Employers to partner with Colorado Colleges, Workforce, and Training Centers (“Candidate Partners”) on recruitment of their graduates and trainees. Career Market is one of the many events of a brand new consortium in Colorado called, “Careershare”, an organization designed to help create direct recruitment relationships.



### GET RECRUITMENT PARTNERS!

- **Career Market** is about Colorado School Districts, Colleges, and non-profit training centers partnering with Colorado and National Employers.
- **Career Market** brings you face-to-face with employers interested in recruiting your candidates, grads, and trainees. It’s a chance to source partnerships, onsite recruitment, partnerships, pre-employment testing, and even donations to your program or curriculum. Join us August 20!



# CAREER MARKET | AUGUST 20, 2018

## This is Career Market.

### *How does it Work?*

#### 1. Review Employer Profiles

- The following pages outline employers at this event, along with their recruiting preferences. Decide which employers (or candidate partners) you'd like to partner with.

#### 2. Go to their Tables

- Go to the employers' (or candidate partner's) tables you'd like to talk to. Discuss how you can work together to place (or recruit) your students, graduates, and trainees. Discuss and make arrangements for on campus recruitment, lectures, internships, etc.

#### 3. Use the Careershare Scorecards

- Included in your packet are scorecards. Use these to rate the value of recruitment opportunities by the employers and candidate partners you meet. These are meant to contain your own personal notes.

#### 4. Arrange Recruitment Opportunities

- Setup dates and times to work together and when to communicate next.

#### 5. Register With Careershare to partner with hundreds more employers!

- Careershare is Colorado's consortium for Employers & Candidate Partner Schools, Colleges, and Training Centers. Aside from Career Market, Careershare will offer your organization tremendous access to hundreds more employers, schools, colleges, and training centers. Register TODAY for amazing charter membership (one-time) opportunities (See attached promo card)!



# CAREER MARKET | AUGUST 20, 2018

## This is Career Market.

### *Terms Used.*

Explanations of the terms used in this publication are as follows:

- VIP JOB FAIR & INTERVIEW OPTIONS.** Includes private and invitation-only career fairs at the institution. Also includes opportunities to meet with job candidates, graduates, students and trainees in a more privileged way.
- INTERNSHIPS.** Typically includes a short-term hiring opportunity for job candidates. May or may not include course credit. These provide ways for employers to preview candidate work before committing to hiring them.
- JOINT PROJECTS.** Colorado employers are starting to outsource work projects to local workforce, college, high school, and training centers. Real examples of this include a ceramics division of a major company hiring a nonprofit training center to produce the final product as part of their onsite training. Another example is an apparel company who provided the resources for some of their product's manufacture at a training center. Cost savings of outsourced projects that are part of educational training may be substantial when compared to hiring a workforce to do the same work.
- CLASSROOM EXCHANGES.** Offering classroom lectures at high schools, colleges, vocational schools, and training centers are a great opportunity to recruit candidates in volume. Examples include a military branch that routinely provides classroom visits and demonstrations to high schools.

## This is Career Market.

### *Terms Used.*

Explanations of the terms used in this publication are as follows:

- CO-OP CURRICULUM.** Co-op curriculum includes opportunities to make the teaching of your company's job skills part of a classroom-taught curriculum at a junior college, college, high school, or training center. Oftentimes, the "practical" or real-world portion of a class or module would then take place onsite at your company through an internship. Examples of these include junior colleges in Colorado working with a law enforcement training center and a wind energy company. In both cases, there is a classroom portion and an onsite internship portion. And in both cases, pre-employment testing and onsite interviews help create direct hiring efficiencies and recruitment and hiring cost savings for the employers.
- PRE-EMPLOYMENT TESTING.** Your organization may choose to let jobsite skills not only be taught by a college or training center but to give them the opportunity to test for the skills and knowledge required for the jobs you hire for. Pre-employment testing relationships can save tremendous costs of sourcing, re-recruiting, and skills-testing new employees.
- SITE VISITS AND OPEN HOUSES.** Employers may choose to offer "open houses" and site visits to educational institutions and training centers. Examples include a major food distributor who provides a site tour as a way for potential candidates to become familiar with work in the distribution industry.
- IN-KIND AND RESOURCE DONATIONS.** Employers sometimes pay for machinery, tools, and supplies when they can work with college or training centers. The result of paying for educational resources may be a commitment to your company at one or many levels. A real example is a tool company who provides tool cases and tools to a vocational center.

## This is Career Market.

### *Terms Used.*

Explanations of the terms used in this publication are as follows:

- MONETARY DONATIONS.** Schools and training centers need funding. Oftentimes your donation can be earmarked for certain uses--such as teaching coursework or job skills related to your industry. Likewise, monetary donations might be tied to VIP access to job candidates.
- MENTORSHIPS.** Mentorships involve donational time provided by your organization to teach personal, life, and professional skills to candidates, often on a one-to-one basis. Commitment of time per week varies.
- APPRENTICESHIPS.** Apprenticeships, unlike internships, are on-the-job training and have more of a permanency motive in mind. The goal with Apprenticeships is to provide most if not all training at your workplace. Apprenticeships are in great demand with all training and educational institutions in Colorado.
- LUNCH AND LEARN.** Generally involves single-day opportunities wherein your organization sponsors a lunch for a set of RSVP candidates provided by a host organization. An example might include an insurance company bringing lunch to 25 business grads from a local college, and making a presentation and providing interviews onsite.
- SPONSORSHIPS.** Sponsorships are sometimes just opportunities to donate money and create leads and opportunities and other times they are tied to specific things--like coursework, supplies and equipment, or industry-related experiences. An example of the former is a company who "sponsored" a homeroom at a regional vocational college as it provided promotional exposure, candidate access, and a sense of goodwill with the vocational institution.
- RE-HIRE GRANTS.** A limited number of grants are available through administrators that include charities and workforce centers. These grants pay the wages for employees whom you may choose to hire for mid-term periods of 6-months to a year or more.



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### Candidate Partners

#### **Bel-Rea Institute of Animal Technology**

Contact Johanna Hegel  
Title Assistant to the  
Phone Director/Admissions  
Corrdinator  
Mobile (303) 751-8700

Fax

Email hegel@belrea.edu

#### Placement or Recruitment Region

Denver Metro  
Northern Colorado  
Central Colorado  
Southern Colorado  
Western Colorado  
Eastern Colorado  
Throughout Colorado  
Other **World-wide**

#### Underserved Hiring or Placement

veterans  
Currently Enlisted  
High School or GED  
Vocationally Trained  
Long-term Unemployed  
Entry Level  
Govt Benefits Recipient  
Justice Involved  
All The Above **Checked**

#### Preferred Recruitment Partner

Academic College **Checked**  
Junior College **Checked**  
Vocational College **Checked**  
High School or School District **Checked**  
Training Center **Checked**  
Correctional Institution **Checked**  
Workforce Center **Checked**  
Veteran Office **Checked**  
**All Checked**

#### Placement or Recruitment Type

VIP Career Fairs  
Internships  
Joint Projects  
Classroom Exchanges **Checked**  
Co-op Curriculum  
Pre-employment Testing  
Site Visits and Open Houses  
Resource Donations  
Monetary Donations  
Mentorships **Checked**  
Apprenticeships  
Lunch and Learn **Checked**  
Sponsorships **Checked**  
Re-hire Grants  
Other Partnerships



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## Candidate Partners

### CDLE, Workforce Development Programs

Contact Alexey Duplikhin  
Title Veteran Employment Representative  
Phone (303) 271-4787  
Mobile (720) 595-1234  
Fax

Email alexey.duplikhin@state.co.us

### Placement or Recruitment Region

Denver Metro  
Northern Colorado  
Central Colorado  
Southern Colorado  
Western Colorado  
Eastern Colorado  
Throughout Colorado **Checked**  
Other

### Underserved Hiring or Placement

veterans **Checked**  
Currently Enlisted  
High School or GED  
Vocationally Trained  
Long-term Unemployed  
Entry Level  
Govt Benefits Recipient  
Justice Involved  
All The Above

### Preferred Recruitment Partner

Academic College  
Junior College  
Vocational College  
High School or School District  
Training Center  
Correctional Institution  
Workforce Center **Checked**  
Veteran Office

All

### Placement or Recruitment Type

VIP Career Fairs  
Internships  
Joint Projects  
Classroom Exchanges  
Co-op Curriculum  
Pre-employment Testing  
Site Visits and Open Houses  
Resource Donations  
Monetary Donations  
Mentorships  
Apprenticeships **Checked**  
Lunch and Learn  
Sponsorships  
Re-hire Grants  
Other Partnerships **(missing letter 'A')PPRENTICESHIPS. Apprenticeship**



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## Candidate Partners

### Center for Work Education and Employment (CWEЕ)

Contact Stephanie Pacheco-  
 Title Director of Employer  
 Engagement  
 Phone (303) 892-8444  
 Mobile

Fax

Email sdavidson@cwee.org

#### Placement or Recruitment Region

Denver Metro **Checked**  
 Northern Colorado  
 Central Colorado  
 Southern Colorado  
 Western Colorado  
 Eastern Colorado  
 Throughout Colorado  
 Other

#### Underserved Hiring or Placement

veterans **Checked**  
 Currently Enlisted  
 High School or GED **Checked**  
 Vocationally Trained **Checked**  
 Long-term Unemployed  
 Entry Level **Checked**  
 Govt Benefits Recipient **Checked**  
 Justice Involved **Checked**  
 All The Above

#### Preferred Recruitment Partner

Academic College  
 Junior College  
 Vocational College  
 High School or School District  
 Training Center **Checked**  
 Correctional Institution  
 Workforce Center  
 Veteran Office

All

#### Placement or Recruitment Type

VIP Career Fairs  
 Internships **Checked**  
 Joint Projects  
 Classroom Exchanges  
 Co-op Curriculum  
 Pre-employment Testing  
 Site Visits and Open Houses **Checked**  
 Resource Donations  
 Monetary Donations **Checked**  
 Mentorships  
 Apprenticeships  
 Lunch and Learn **Checked**  
 Sponsorships  
 Re-hire Grants  
 Other Partnerships



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## Candidate Partners

### Cherry Creek School District

Contact Connie Cook  
 Title Work-Based Learning Specialist  
 Phone (720) 886-5883  
 Mobile (720) 201-4917  
 Fax

Email CCOOK8@CHERRYCREEKSCHOOLS.ORG

## Preferred Recruitment Partner

Academic College  
 Junior College  
 Vocational College  
 High School or School District  
 Training Center  
 Correctional Institution  
 Workforce Center  
 Veteran Office

All **Checked**

## Placement or Recruitment Region

Denver Metro **Checked**  
 Northern Colorado  
 Central Colorado  
 Southern Colorado  
 Western Colorado  
 Eastern Colorado  
 Throughout Colorado  
 Other

## Underserved Hiring or Placement

veterans  
 Currently Enlisted  
 High School or GED  
 Vocationally Trained  
 Long-term Unemployed  
 Entry Level  
 Govt Benefits Recipient  
 Justice Involved  
 All The Above **Checked**

## Placement or Recruitment Type

VIP Career Fairs  
 Internships **Checked**  
 Joint Projects **Checked**  
 Classroom Exchanges **Checked**  
 Co-op Curriculum **Checked**  
 Pre-employment Testing **Checked**  
 Site Visits and Open Houses **Checked**  
 Resource Donations **Checked**  
 Monetary Donations **Checked**  
 Mentorships **Checked**  
 Apprenticeships **Checked**  
 Lunch and Learn **Checked**  
 Sponsorships  
 Re-hire Grants  
 Other Partnerships



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## Candidate Partners

### Cherry Creek School District

Contact Wendy Walker-Daubert  
 Title Work Based Learning Specialist  
 Phone (720) 886-5887  
 Mobile  
 Fax

Email [wwalker-daubert@cherrycreekschools.org](mailto:wwalker-daubert@cherrycreekschools.org)

## Preferred Recruitment Partner

Academic College **Checked**  
 Junior College **Checked**  
 Vocational College **Checked**  
 High School or School District  
 Training Center **Checked**  
 Correctional Institution  
 Workforce Center **Checked**  
 Veteran Office

All

## Placement or Recruitment Region

Denver Metro **Checked**  
 Northern Colorado  
 Central Colorado **Checked**  
 Southern Colorado **Checked**  
 Western Colorado  
 Eastern Colorado  
 Throughout Colorado **Checked**  
 Other

## Underserved Hiring or Placement

veterans  
 Currently Enlisted  
 High School or GED **Checked**  
 Vocationally Trained **Checked**  
 Long-term Unemployed  
 Entry Level  
 Govt Benefits Recipient  
 Justice Involved  
 All The Above

## Placement or Recruitment Type

VIP Career Fairs  
 Internships **Checked**  
 Joint Projects **Checked**  
 Classroom Exchanges **Checked**  
 Co-op Curriculum **Checked**  
 Pre-employment Testing  
 Site Visits and Open Houses  
 Resource Donations **Checked**  
 Monetary Donations  
 Mentorships  
 Apprenticeships  
 Lunch and Learn Sponsorships  
 Re-hire Grants  
 Other Partnerships



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## Candidate Partners

### CollegeAmerica

Contact Mary Gordy  
Title Director of Admissions  
Phone (303) 588-6192  
Mobile (303) 588-6192  
Fax

Email mary.gordy@collegeamerica.edu

#### Placement or Recruitment Region

Denver Metro **Checked**  
Northern Colorado  
Central Colorado  
Southern Colorado  
Western Colorado  
Eastern Colorado  
Throughout Colorado  
Other

#### Underserved Hiring or Placement

veterans **Checked**  
Currently Enlisted  
High School or GED  
Vocationally Trained  
Long-term Unemployed  
Entry Level **Checked**  
Govt Benefits Recipient  
Justice Involved  
All The Above

#### Preferred Recruitment Partner

Academic College  
Junior College  
Vocational College  
High School or School District  
Training Center  
Correctional Institution  
Workforce Center  
Veteran Office

All **Checked**

#### Placement or Recruitment Type

VIP Career Fairs  
Internships  
Joint Projects  
Classroom Exchanges  
Co-op Curriculum  
Pre-employment Testing  
Site Visits and Open Houses  
Resource Donations  
Monetary Donations  
Mentorships  
Apprenticeships  
Lunch and Learn **Checked**  
Sponsorships  
Re-hire Grants  
Other Partnerships



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## Candidate Partners

### Colorado Christian University

Contact Lacey Meyerhoff  
Title Regional Enrollment  
Director  
Phone (303) 963-3027  
Mobile

Fax

Email lmeyerhoff@ccu.edu

#### Placement or Recruitment Region

Denver Metro **Checked**  
Northern Colorado **Checked**  
Central Colorado **Checked**  
Southern Colorado **Checked**  
Western Colorado **Checked**  
Eastern Colorado **Checked**  
Throughout Colorado **Checked**  
Other

#### Underserved Hiring or Placement

veterans **Checked**  
Currently Enlisted **Checked**  
High School or GED **Checked**  
Vocationally Trained **Checked**  
Long-term Unemployed **Checked**  
Entry Level **Checked**  
Govt Benefits Recipient **Checked**  
Justice Involved **Checked**  
All The Above

#### Preferred Recruitment Partner

Academic College **Checked**  
Junior College  
Vocational College  
High School or School District  
Training Center  
Correctional Institution  
Workforce Center  
Veteran Office

All

#### Placement or Recruitment Type

VIP Career Fairs **Checked**  
Internships **Checked**  
Joint Projects **Checked**  
Classroom Exchanges **Checked**  
Co-op Curriculum **Checked**  
Pre-employment Testing **Checked**  
Site Visits and Open Houses **Checked**  
Resource Donations **Checked**  
Monetary Donations **Checked**  
Mentorships **Checked**  
Apprenticeships **Checked**  
Lunch and Learn **Checked**  
Sponsorships **Checked**  
Re-hire Grants **Checked**  
Other Partnerships **Checked**



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## Candidate Partners

### Community College of Aurora

Contact Veronica Estrada  
Title Outreach and Recruitment  
Coordinator  
Phone (3)03 3407 234  
Mobile  
Fax

Email veronica.estrada@ccaaurora.edu

#### Placement or Recruitment Region

Denver Metro  
Northern Colorado  
Central Colorado  
Southern Colorado  
Western Colorado  
Eastern Colorado  
Throughout Colorado  
Other

#### Underserved Hiring or Placement

veterans  
Currently Enlisted  
High School or GED  
Vocationally Trained  
Long-term Unemployed  
Entry Level  
Govt Benefits Recipient  
Justice Involved  
All The Above

#### Preferred Recruitment Partner

Academic College  
Junior College  
Vocational College  
High School or School District  
Training Center  
Correctional Institution  
Workforce Center  
Veteran Office

All

#### Placement or Recruitment Type

VIP Career Fairs  
Internships  
Joint Projects checked  
Classroom Exchanges  
Co-op Curriculum checked  
Pre-employment Testing  
Site Visits and Open Houses checked  
Resource Donations  
Monetary Donations  
Mentorships  
Apprenticeships  
Lunch and Learn  
Sponsorships  
Re-hire Grants  
Other Partnerships



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## Candidate Partners

### Community College of Denver

Contact Veronica Estrada  
Title Outreach and Recruitment  
Coordinator  
Phone (303) 340-7234  
Mobile

Fax

Email veronica.estrada@ccauroora.edu

#### Placement or Recruitment Region

Denver Metro  
Northern Colorado  
Central Colorado  
Southern Colorado  
Western Colorado  
Eastern Colorado  
Throughout Colorado  
Other

#### Underserved Hiring or Placement

veterans  
Currently Enlisted  
High School or GED  
Vocationally Trained  
Long-term Unemployed  
Entry Level  
Govt Benefits Recipient  
Justice Involved  
All The Above

#### Preferred Recruitment Partner

Academic College  
Junior College  
Vocational College  
High School or School District  
Training Center  
Correctional Institution  
Workforce Center  
Veteran Office

All

#### Placement or Recruitment Type

VIP Career Fairs  
Internships  
Joint Projects checked  
Classroom Exchanges  
Co-op Curriculum checked  
Pre-employment Testing  
Site Visits and Open Houses checked  
Resource Donations  
Monetary Donations  
Mentorships  
Apprenticeships  
Lunch and Learn  
Sponsorships  
Re-hire Grants  
Other Partnerships



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## Candidate Partners

### Denver works

Contact Justine Martinez  
Title Case manager/facilitator  
Phone (720) 278-9237  
Mobile (720) 226-6128  
Fax

Email [jmartinez@denverworks.org](mailto:jmartinez@denverworks.org)

#### Placement or Recruitment Region

Denver Metro  
Northern Colorado  
Central Colorado  
Southern Colorado  
Western Colorado  
Eastern Colorado  
Throughout Colorado **Checked**  
Other

#### Underserved Hiring or Placement

veterans  
Currently Enlisted  
High School or GED **Checked**  
Vocationally Trained **Checked**  
Long-term Unemployed **Checked**  
Entry Level **Checked**  
Govt Benefits Recipient **Checked**  
Justice Involved **Checked**  
All The Above **Checked**

#### Preferred Recruitment Partner

Academic College  
Junior College  
Vocational College  
High School or School District  
Training Center  
Correctional Institution  
Workforce Center  
Veteran Office

All **Checked**

#### Placement or Recruitment Type

VIP Career Fairs  
Internships  
Joint Projects  
Classroom Exchanges  
Co-op Curriculum  
Pre-employment Testing  
Site Visits and Open Houses  
Resource Donations  
Monetary Donations  
Mentorships  
Apprenticeships **Checked**  
Lunch and Learn  
Sponsorships  
Re-hire Grants  
Other Partnerships



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## Candidate Partners

### DenverWorks

Contact Jessica Mellars

Title Site Director

Phone (303) 433-0300

Mobile (720) 397-8568

Fax

Email jmellars@denverworks.org

### Placement or Recruitment Region

Denver Metro **Checked**

Northern Colorado

Central Colorado

Southern Colorado

Western Colorado

Eastern Colorado

Throughout Colorado

Other

### Underserved Hiring or Placement

veterans

Currently Enlisted

High School or GED

Vocationally Trained

Long-term Unemployed

Entry Level

Govt Benefits Recipient

Justice Involved

All The Above **Checked**

### Preferred Recruitment Partner

Academic College

Junior College

Vocational College

High School or School District

Training Center **Checked**

Correctional Institution

Workforce Center

Veteran Office

All

### Placement or Recruitment Type

VIP Career Fairs

Internships

Joint Projects

Classroom Exchanges **Checked**

Co-op Curriculum

Pre-employment Testing **Checked**

Site Visits and Open Houses

Resource Donations

Monetary Donations

Mentorships

Apprenticeships **Checked**

Lunch and Learn

Sponsorships

Re-hire Grants

Other Partnerships



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## Candidate Partners

### Front Range Community College

Contact Robert Engler  
Title Director - Brighton Center  
Phone (303) 637-3011  
Mobile (601) 630-6801  
Fax

Email robert.engler@frontrange.edu

#### Placement or Recruitment Region

Denver Metro **checked**  
Northern Colorado **checked**  
Central Colorado **checked**  
Southern Colorado **checked**  
Western Colorado **checked**  
Eastern Colorado **checked**  
Throughout Colorado **checked**  
Other

#### Underserved Hiring or Placement

veterans **checked**  
Currently Enlisted **checked**  
High School or GED **checked**  
Vocationally Trained **checked**  
Long-term Unemployed  
Entry Level  
Govt Benefits Recipient  
Justice Involved  
All The Above **checked**

#### Preferred Recruitment Partner

Academic College  
Junior College  
Vocational College  
High School or School District  
Training Center  
Correctional Institution  
Workforce Center  
Veteran Office

All

#### Placement or Recruitment Type

VIP Career Fairs **checked**  
Internships **checked**  
Joint Projects **checked**  
Classroom Exchanges **checked**  
Co-op Curriculum **checked**  
Pre-employment Testing **checked**  
Site Visits and Open Houses **checked**  
Resource Donations **checked**  
Monetary Donations **checked**  
Mentorships **checked**  
Apprenticeships **checked**  
Lunch and Learn Sponsorships **checked**  
Re-hire Grants  
Other Partnerships **checked**



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## Candidate Partners

### Kipp Northeast Denver Leadership Academy

Contact Nicole Franchino  
Title Transition Specialist  
Phone (720) 656-5703  
Mobile (201) 563-9458  
Fax

Email nfranchino@kippcolorado.org

#### Placement or Recruitment Region

Denver Metro **checked**  
Northern Colorado **checked**  
Central Colorado  
Southern Colorado  
Western Colorado  
Eastern Colorado  
Throughout Colorado **checked**  
Other

#### Underserved Hiring or Placement

veterans  
Currently Enlisted  
High School or GED **checked**  
Vocationally Trained  
Long-term Unemployed  
Entry Level  
Govt Benefits Recipient  
Justice Involved  
All The Above

#### Preferred Recruitment Partner

Academic College  
Junior College  
Vocational College  
High School or School District  
Training Center  
Correctional Institution  
Workforce Center  
Veteran Office

All

#### Placement or Recruitment Type

VIP Career Fairs **checked**  
Internships **checked**  
Joint Projects **checked**  
Classroom Exchanges **checked**  
Co-op Curriculum **checked**  
Pre-employment Testing **checked**  
Site Visits and Open Houses **checked**  
Resource Donations **checked**  
Monetary Donations **checked**  
Mentorships **checked**  
Apprenticeships **checked**  
Lunch and Learn Sponsorships **checked**  
Re-hire Grants **checked**  
Other Partnerships



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## Candidate Partners

### LeaderQuest

Contact Qwincy Houston

Title Campus Director

Phone (719) 309-1417

Mobile (720) 290-3607

Fax

Email qhouston@leaderquest.net

### Placement or Recruitment Region

Denver Metro **Checked**

Northern Colorado **Checked**

Central Colorado

Southern Colorado

Western Colorado

Eastern Colorado

Throughout Colorado

Other

### Underserved Hiring or Placement

veterans

Currently Enlisted

High School or GED

Vocationally Trained

Long-term Unemployed

Entry Level

Govt Benefits Recipient

Justice Involved

All The Above **Checked**

### Preferred Recruitment Partner

Academic College

Junior College

Vocational College

High School or School District

Training Center

Correctional Institution

Workforce Center **Checked**

Veteran Office **Checked**

All

### Placement or Recruitment Type

VIP Career Fairs

Internships **Checked**

Joint Projects **Checked**

Classroom Exchanges

Co-op Curriculum

Pre-employment Testing

Site Visits and Open Houses

Resource Donations

Monetary Donations

Mentorships

Apprenticeships

Lunch and Learn **Checked**

Sponsorships

Re-hire Grants

Other Partnerships



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## Candidate Partners

### National American University

Contact Heather Geschke

Title Campus Director

Phone (719) 590-8302

Mobile (719) 963-7932

Fax (719) 590-8305

Email hgeschke@national.edu

#### Placement or Recruitment Region

Denver Metro **checked**

Northern Colorado **checked**

Central Colorado **checked**

Southern Colorado **checked**

Western Colorado **checked**

Eastern Colorado **checked**

Throughout Colorado **checked**

Other

#### Underserved Hiring or Placement

veterans

Currently Enlisted

High School or GED

Vocationally Trained

Long-term Unemployed

Entry Level

Govt Benefits Recipient

Justice Involved

All The Above

#### Preferred Recruitment Partner

Academic College

Junior College

Vocational College

High School or School District

Training Center

Correctional Institution

Workforce Center

Veteran Office

All

#### Placement or Recruitment Type

VIP Career Fairs **checked**

Internships **checked**

Joint Projects **checked**

Classroom Exchanges **checked**

Co-op Curriculum **checked**

Pre-employment Testing **checked**

Site Visits and Open Houses **checked**

Resource Donations

Monetary Donations

Mentorships

Apprenticeships

Lunch and Learn **checked**

Sponsorships **checked**

Re-hire Grants **checked**

Other Partnerships



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## Candidate Partners

### Red Rocks CC

Contact Tena Harris  
 Title Outreach & Recruitment  
 Phone (303) 914-6320  
 Mobile  
 Fax

Email tena.harris@rrcc.edu

#### Placement or Recruitment Region

Denver Metro  
 Northern Colorado  
 Central Colorado  
 Southern Colorado  
 Western Colorado  
 Eastern Colorado  
 Throughout Colorado  
 Other

#### Underserved Hiring or Placement

veterans **Checked**  
 Currently Enlisted **Checked**  
 High School or GED **Checked**  
 Vocationally Trained **Checked**  
 Long-term Unemployed **Checked**  
 Entry Level **Checked**  
 Govt Benefits Recipient **Checked**  
 Justice Involved **Checked**  
 All The Above **Checked**

#### Preferred Recruitment Partner

Academic College  
 Junior College  
 Vocational College  
 High School or School District  
 Training Center  
 Correctional Institution  
 Workforce Center  
 Veteran Office

#### All

#### Placement or Recruitment Type

VIP Career Fairs  
 Internships **checked**  
 Joint Projects **checked**  
 Classroom Exchanges **checked**  
 Co-op Curriculum **checked**  
 Pre-employment Testing **checked**  
 Site Visits and Open Houses **checked**  
 Resource Donations **checked**  
 Monetary Donations **checked**  
 Mentorships **checked**  
 Apprenticeships **checked**  
 Lunch and Learn  
     Sponsorships **checked**  
 Re-hire Grants  
 Other Partnerships



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## Candidate Partners

### Vilas School District RE-5

Contact Amanda Forgey

Title Business Manager

Phone (719) 5236738

Mobile

Fax (719) 523-4818

Email amanda.forgey@vilasre5.us

#### Placement or Recruitment Region

Denver Metro

Northern Colorado

Central Colorado

Southern Colorado

Western Colorado

Eastern Colorado

Throughout Colorado **checked**

Other

#### Underserved Hiring or Placement

veterans

Currently Enlisted

High School or GED **checked**

Vocationally Trained

Long-term Unemployed

Entry Level

Govt Benefits Recipient

Justice Involved

All The Above

#### Preferred Recruitment Partner

Academic College

Junior College

Vocational College

High School or School District

Training Center

Correctional Institution

Workforce Center

Veteran Office

All

#### Placement or Recruitment Type

VIP Career Fairs **checked**

Internships **checked**

Joint Projects **checked**

Classroom Exchanges **checked**

Co-op Curriculum **checked**

Pre-employment Testing **checked**

Site Visits and Open Houses **checked**

Resource Donations

Monetary Donations **checked**

Mentorships **checked**

Apprenticeships **checked**

Lunch and Learn **checked**

Sponsorships **checked**

Re-hire Grants **checked**

Other Partnerships



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## Candidate Partners

### Women's Bean Project

Contact Erin Eggland  
 Title Career Advisor  
 Phone (303) 292-1919  
 Mobile  
 Fax (720) 933-1205

Email [erine@womensbeanproject.com](mailto:erine@womensbeanproject.com)

#### Placement or Recruitment Region

Denver Metro **Checked**  
 Northern Colorado  
 Central Colorado  
 Southern Colorado  
 Western Colorado  
 Eastern Colorado  
 Throughout Colorado  
 Other

#### Underserved Hiring or Placement

veterans  
 Currently Enlisted  
 High School or GED  
 Vocationally Trained  
 Long-term Unemployed **Checked**  
 Entry Level  
 Govt Benefits Recipient **Checked**  
 Justice Involved **Checked**  
 All The Above

#### Preferred Recruitment Partner

Academic College  
 Junior College  
 Vocational College  
 High School or School District  
 Training Center  
 Correctional Institution **Checked**  
 Workforce Center **Checked**  
 Veteran Office

All

#### Placement or Recruitment Type

VIP Career Fairs  
 Internships  
 Joint Projects **Checked**  
 Classroom Exchanges  
 Co-op Curriculum **Checked**  
 Pre-employment Testing  
 Site Visits and Open Houses **Checked**  
 Resource Donations **Checked**  
 Monetary Donations **Checked**  
 Mentorships  
 Apprenticeships **Checked**  
 Lunch and Learn **Checked**  
     Sponsorships **Checked**  
 Re-hire Grants **Checked**  
 Other Partnerships



## PROFILE SHEET

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(303) 287-6064 | FAIRCHANCE.US



ORGANIZATION: \_\_\_\_\_ DATE: \_\_/\_\_/\_\_

# CAREER MARKET PARTICIPATION CARD

## CONTACT:

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Organization: \_\_\_\_\_ Phone: ( ) \_\_\_\_\_ - \_\_\_\_\_

Email: \_\_\_\_\_

## OPPORTUNITIES: (Choose Interests Below)

**VALUE\*** (1-5; 5 being highest; rate value according to relative importance (1 is lowest, 5 highest))

## COMMENT:

<input type="checkbox"/> Private (VIP) Onsite Candidate Recruiting	(1) (2) (3) (4) (5)	_____
<input type="checkbox"/> Internships	(1) (2) (3) (4) (5)	_____
<input type="checkbox"/> Mentorships	(1) (2) (3) (4) (5)	_____
<input type="checkbox"/> Re-Hire Grant Placements	(1) (2) (3) (4) (5)	_____
<input type="checkbox"/> Corporate Sponsorships	(1) (2) (3) (4) (5)	_____
<input type="checkbox"/> Lunch & Learn (Bring Food & Present to group)	(1) (2) (3) (4) (5)	_____
<input type="checkbox"/> Pre-Employment Testing	(1) (2) (3) (4) (5)	_____
<input type="checkbox"/> Co-operative Curriculum (Employers may help educators and trainers adopt or sponsor coursework that ties-in with their company)	(1) (2) (3) (4) (5)	_____
<input type="checkbox"/> Joint Projects / Outsourcing Projects	(1) (2) (3) (4) (5)	_____
<input type="checkbox"/> Classroom Exchanges (Lectures & Present.)	(1) (2) (3) (4) (5)	_____
<input type="checkbox"/> Site Visits/Open Houses (at Employers)	(1) (2) (3) (4) (5)	_____
<input type="checkbox"/> Monetary Donations	(1) (2) (3) (4) (5)	_____
<input type="checkbox"/> In-Kind Resource Donations	(1) (2) (3) (4) (5)	_____
<input type="checkbox"/> Apprenticeships	(1) (2) (3) (4) (5)	_____
<input type="checkbox"/> Other: _____	(1) (2) (3) (4) (5)	_____
<input type="checkbox"/> Other: _____	(1) (2) (3) (4) (5)	_____

## OTHER OPPORTUNITIES: (Continue on Reverse Side)

**OVERALL COMMENTS:** \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**PART VI:** ADDENDUM 2B: “CCP: About Us” (*attachment*)

CCP: “About Us”

This publication is provided as an attachment and serves as a synopsis of purpose and involvement for the “Corporate Career Project” (formerly the Colorado Career Project).

CCP was founded under a U.S. Army contract in 2012.

(The following is an informational summary of the Corporate Career Project® [formerly Colorado Career Project®]).



The Corporate Career Project®

Career Events & Services | Since 2013 | In partnership: U.S. DOL



*An Informational Guide: 2021*



The Corporate Career Project®

Career Events & Services | Since 2013 | In partnership: U.S. DOL

## CONTENTS

1. History
2. Partnerships & Affiliations
3. Events
4. Which Employers are involved?
5. Media
6. Stats
7. Web
8. Getting Involved
9. Contact & Reference

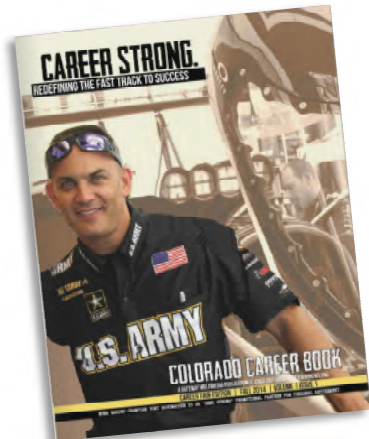




The Corporate Career Project®

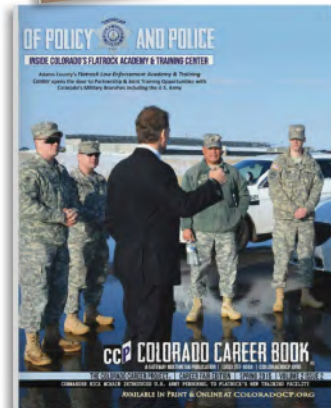
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# HISTORY of THE CORPORATE CAREER PROJECT



**Brief History.** The Colorado Career Project (CCP) was formed in 2013 under a contract with the U.S. Army (today, the national expansion namesake was broadened to “Corporate Career Project”). Karl Emmerich, an MBA and Katharine McIntyre, a former CPA, were engaged at the time assisting the U.S. Army’s Denver Recruitment Command with public relations and advertising services. In 2013, their services were expanded into include U.S. Veteran career placement and the direction of public events.

The first CCP event was housed at Mile High Stadium with over 100 employers, a KYGO media partnership, the presence of several Denver News channels, and higher level U.S. Army personnel. Related to this event, as well, the “Colorado Career Book” was to become the official event itinerary of future CCP events.



Above. Early editions of the “Colorado Career Book” focused heavily upon U.S. Army events, themes, and community involvement including regional training and the U.S. Army racing team.

**EMPLOYER LIST**

AS OF PRESS TIME OF THE PUBLICATION OF THIS BOOK, THE FOLLOWING ORGANIZATIONS HAVE COMMITTED TO PARTICIPATION IN THIS CAREER FAIR.

- U.S. Army
- Chipotle Grill
- Charles Schwab
- U.S. Foods
- U.S. Bank
- Mass Mutual
- American-Nat'l Insurance
- Mile High Travel
- Core-Mark
- Sysco
- Adams Co. Treasurer
- Wounded Warriors
- Embry-Riddle University
- Stevens Transport
- Robert Half
- Hyatt Regency
- 1st Bank
- Ace Radon
- Adams Co. Sheriff
- American Family Ins.
- BSI Designs
- CDL College
- City of Denver
- City of Wheatridge
- Colo. Christian U.
- CR England
- Denver Vet. Center
- DeVry University
- Domenico
- Denver Public Schools
- EcoShield
- EPA
- Epicurean Catering
- Excel Personnel
- Fedex
- First Transit
- Front Range CC
- Grand Canyon U.
- Flatrock Academy
- Heritage College
- Horizon Transit
- Isle Casino
- Jeppesen
- JotStream
- LegalShield
- Lowes
- N. Cal. Constr. Col
- PASCOD
- Pilot Logistics
- Redstone College
- SCL Hospitals
- Securitas
- Swift Transit
- TSA
- Universal Protection
- University of the Rockies
- U.S. Air Force
- Verizon
- Via Mobility
- Wells Fargo
- Wheatridge PD
- Gateway Multimedia
- ATF
- Valley Crest
- PIMA
- U.S. Marshal Service
- Sherwin Williams
- Denver Housing Authority
- Charles Schwab
- Chipotle
- Drug Enforcement Agency
- University of Phoenix
- Manpower
- Colorado Border Patrol
- RTD
- Arapahoe County Sheriff's Office
- HSS Security
- KYGO
- Wal-Mart
- Safelite
- Icon Cable
- Con-way Freight

Brought to you by: **GATEWAY MULTIMEDIA** Promotional / Direct Consideration: **98.5 KYGO**

Left. The first event of CCP (then known as the “Colorado” Career Project) included over 100 major employers from Investment & Finance to Insurance, Healthcare, Education, and Government, among many other industries.



Above. KYGO was an early promotional sponsor of CCP.





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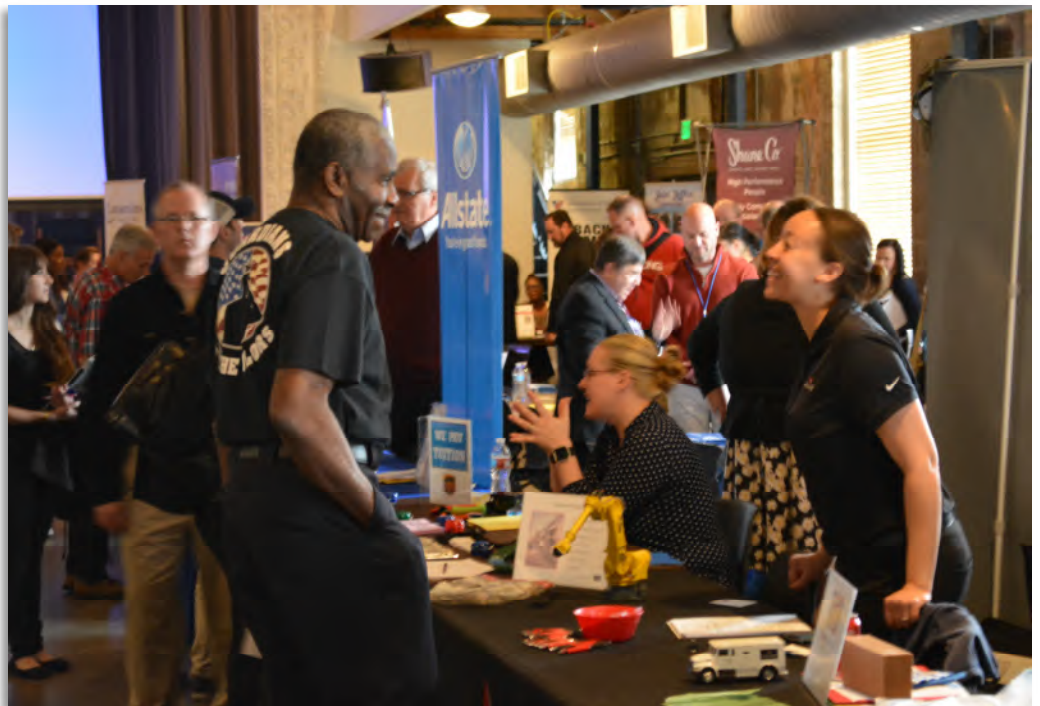
## HISTORY of THE CORPORATE CAREER PROJECT



Between 2013 and 2016, the Colorado Career Project stepped away from its exclusive dedication to the U.S. Army, expanding its operations beyond the bounds of a military contract. Partnerships were made with Veteran Student Organizations, numerous charitable organizations, and the City of Denver Economic Development Office. Monthly events were held on college campuses and civic buildings including Denver Auraria, Regis University, University of Denver, Denver Workforce, University of Colorado (Boulder, Colorado Springs), CSU and local technical college campuses.

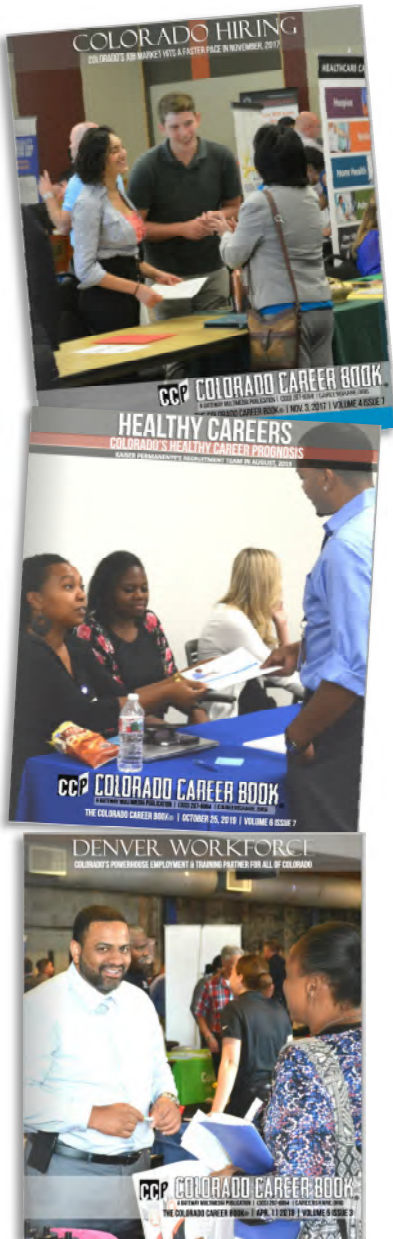


**Far Left.** CCP Career Events continued a string of record-setting attendances between 2013 and 2016 at predominantly university venues. **Left and Bottom.** 2016 marked an intentional expansion into community programming including a heavy focus upon U.S. Veteran placement as well as addressing the needs and interests of the underserved populations in Colorado (specialized placement, apprenticeships, extended advisement, etc.)





# HISTORY of THE CORPORATE CAREER PROJECT (continued)



**Above.** The Colorado Career Book continued to occupy the role of being the “official” publication for career candidates and was presented at all career events including those that immediately followed government-partnered symposiums. In 2016, CCP changed from an entirely printed publication to electronic and CD-based publications.

From 2016 through 2018, CCP expanded its collaborative partnerships to include the U.S. Attorney’s Office/Denver and the U.S. Department of Labor. While its events and services remained open to the general public, a particular focus was directed toward U.S. Veterans, homeless, and justice-involved candidates. Monthly live events continued to hold 50 to 60 major employers while the Colorado Career Book remained the official event itineraries.

In 2016 government symposiums were introduced including speakers from the Colorado Department of Labor and Employment, U.S. Attorney’s Office, and U.S. Department of Labor. The focus of these large events which often preceded career fairs, was to help inform employers regarding the existence of state and federal subsidies and bonding insurance in support of hiring U.S. Veterans, justice-involved candidates, and under-represented populations.



**Left.** Military colors presented at a CCP / U.S. Attorney’s Office collaboratively partnered symposium event. **Above.** CCP government-partnered symposiums held at the Denver Auraria College campus included over 50 major employers as well as government-led informational sessions on sourcing subsidies and bonding for the hiring of select Colorado candidate populations. Even highlights also included impact presentations by successful candidates who “made it” against all odds.







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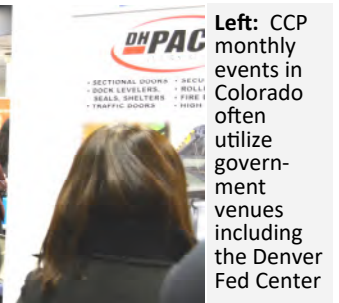
## HISTORY of THE CORPORATE CAREER PROJECT (continued)



Above. The “Northeast Career Project” (NCP) is an expansion of CCP services and events into a 5-state region in the Northeastern U.S. The first NCP event was held in Delaware on February 19, 2020

In 2020, the Colorado Career Project’s name was expanded to “The Corporate Career Project”, while retaining naming rights for Colorado-local events and programming. CCP expanded nationally in response to new government partnerships in a 5-state Northeast United States region (Delaware, Maryland, Virginia, Pennsylvania, New Jersey).

Relatedly, CCP also expanded its online presence to include a brand new portal that was better devoted to the much larger “career economy” to which CCP was now finding itself in service of. Specifically, “CareerMarket” ([www.careermarket.org](http://www.careermarket.org)) was designed to house CCP’s partnership interests as well as serve as an interface for a conglomerate of other services including networking, jobsites, social networks, direct placement, and virtual events.



Left: CCP monthly events in Colorado often utilize government venues including the Denver Fed Center

**CAREERMARKE**  
Social Network

Welcome, Admin

Home Shopology Post Read Fairchance CareerNet Careercorps Join Jobs Promote Recruit Members Events Tools

**The Ultimate Regionally-partnered Recruitment Network**

**CAREERMARKE** A SERVICE OF THE CORPORATE CAREER PROJECT® | IN PARTNERSHIP WITH THE U.S. DEPT. OF LABOR AND FAIRCHANCE® 501C3  
LIVE & VIRTUAL EVENTS | CAREER SERVICES | REGIONAL PARTNERSHIPS | CANDIDATE TRAINING

THE ULTIMATE REGIONALLY PARTNERED RECRUITMENT NETWORK | DELAWARE | EAST COAST | COLORADO & WESTERN U.S.

Above: Careermarket.org is the brand new web portal for CCP, providing a single-point consolidation of clients and services including a heavy focus on networking between government, charity, education, employment, and candidate sectors.



The Corporate Career Project® | Email. [info@coloradocareerproject.com](mailto:info@coloradocareerproject.com) | Web. [www.careermarket.org](http://www.careermarket.org)



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## PARTNERSHIPS & AFFILIATIONS



The Colorado Career Project has formed a number of government and charitable partnerships including the U.S. Department of Labor, Fairchance, the City of Denver Economic Development Office, Colorado Department of Labor and Employment Workforce Development Office, the U.S. Attorney's Office (Collaborative Partnership 2016-18), and the Colorado Department of Corrections. CCP has worked with countless charitable and for-profit organizations as well, regarding event presentations and charitable servicing.



**Above.** Kathy McIntyre (CCP) and Fairchance Charitable Director (right) poses with U.S. Assistant Attorney Jamie Mendelson (middle) and DOC's Johanna Leal (left). **Far Above.** U.S. Attorney Bob Troyer poses with a CCP-Fairchance Governor of Colorado Award. At left above, the Colorado Springs PD and El Paso District Attorney pose with the Colorado Department of Corrections staff and several former felons at a CCP-Fairchance Symposium and career event.





## EVENTS



Above. Pictured From the top: CCP Live Career Fairs, Symposiums, Employer Awards, CCP Candidate Optimization Training, and CCP Virtual Events (Starting January, 2021).

The Corporate Career Project has held and continues to hold, a number of career-related events including the following:

### 1. Live Career Fairs

- CCP Live Career Fairs were the predominant service offerings of CCP from 2013 through early 2020 when the Corona Virus pandemic began. Events are expected to resume in mid-2021. Typically 50 to 55 employers and 300 to 450 candidates attend.

### 2. Employer Symposiums

- Employer Symposiums offer presentation to employers regarding government programs, awards and recognitions, and prominent guest speakers.

### 3. Employer Awards

- CCP-Fairchance awards are presented to employers in recognition of their attendance and program involvement in hiring initiatives for U.S. Veterans, the under-served, and justice-involved candidates.

### 4. Live Candidate Optimization Training

- CCP assists candidates with personal development in their pursuit of careers that magnify their core interests. Through workshops, CCP assists candidates in better understanding their own interests and motivations in the workplace as a prerequisite to properly matching them with career employers.

### 5. Virtual Career Events

- CCP Virtual Career Events start in January, 2021 and will be held on a monthly basis. Applied technologies will be additionally used for candidate training.

### 6. Virtual Candidate Optimization Training

- Also starting in early 2021 is Virtual Candidate Optimization Training. Training is expected to utilize both Zoom as well as webinar presentation technologies.







## MEDIA

CCP continues to utilize a wide range of communicational media in both its operations and promotional mix. Here is a list of some of its general media tools.

### 1. Web

- CCP’s brand new web portal is “Careermarket.org”. Careermarket is predominantly a site to house virtual events but is the first major career site to focus extensively and comprehensively upon the larger, aggregate career economy.

### 2. Print

- CCP media was predominantly print through 2016 and included the Colorado Career Book publications (replaced by electronic and web media).

### 3. Social Media

- Social media including government (e.g., Connecting Colorado) and educational intranets, the internet (Facebook), and soon, Careernet on Careermarket.org.

### 4. Television / Radio

- Since 2013, CCP Career events have been routine features on all Denver television news platforms including CBS/News 4 as well as ABC, NBC, and Fox news affiliates. Radio has included KYGO, Talk Radio, and other local channels.

### 5. Electronic / Email

- Electronic means (predominantly CD) and email subscriptions are a staple of CCP operations. With Careermarket, CCP will soon utilize its own email systems.

### 6. Virtual

- Virtual programming is just beginning in 2021 but will feature virtual training (both through Zoom as well as Webinar-based technologies), virtual career events, etc.

### 7. Live Events

- Live Events, themselves, include career fairs, candidate training, and symposiums / employer award ceremonies.





# STATISTICS

Avg. No. Candidates per Event: 320

Candidate Attendance Range: 225 –650

Avg. No. Employers per Event: 52

Employer Attendance Range: 25 - 105

Top 5 Candidate Professions:

- Healthcare
- Transportation
- Engineering
- Sales
- Administration

Top 5 CCP Service Areas:

- Denver
- Aurora
- Lakewood
- Boulder
- Littleton

Cities Serviced: 50+

National Regions:

- Colorado Regional
- Northeast U.S.

## CCP RESIDENT POPULATIONS SERVED

TOTAL CLIENT: 13,056\*

U.S. VETERAN: 626

HOMELESS/TANF/UNEMP: 1,123

JUSTICE-INVOLVED: 575

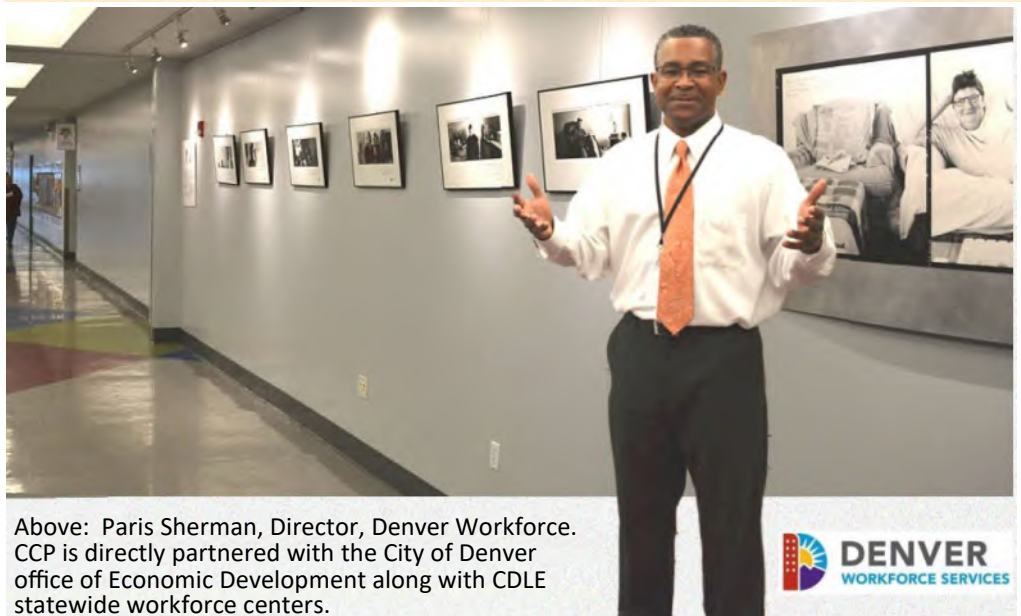
\* Does not include Web Services or Training



## COLORADO CCP HIRING

U.S. VETERANS | HOMELESS | SENIORS | JUSTICE-INVOLVED | TANF | OTHERS

CCP OFFERINGS INCLUDE COLLABORATIVE CHARITABLE AND GOVERNMENT PARTNERSHIPS



Above: Paris Sherman, Director, Denver Workforce. CCP is directly partnered with the City of Denver office of Economic Development along with CDLE statewide workforce centers.





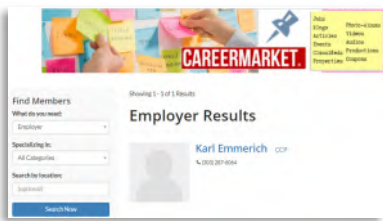
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## WEB



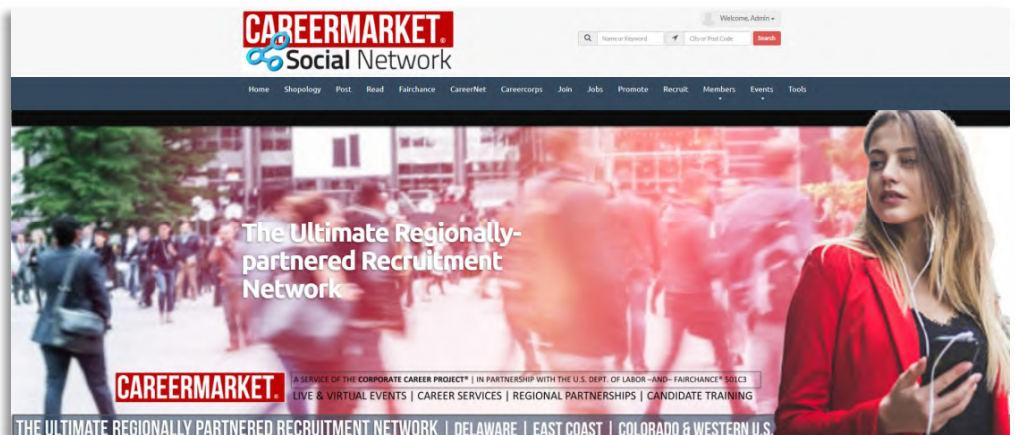
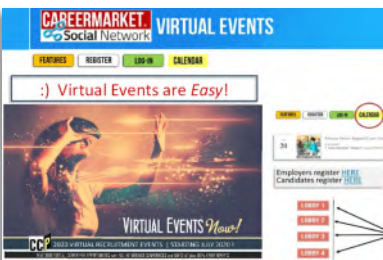
**Careermarket®** is the brand-new web portal of the Corporate Career Project (CCP) for 2021. Careermarket will collectively house the full measure of all CCP career services as well as serve as a strong networking interface of all CCP stakeholder groups including: Candidates, Employers, Government, Education, and Charity. Featured Services will include:



- Directories
- CareerNet Social Network
- CCP Jobsite
- CCP Live Career Events
- CCP Virtual Career Events
- 3rd Party Products & Services
- Media Center (News, Features, Events, Blogs, etc.)



CCP's involvements have helped to dictate the value additions to CareerMarket as well as the fact that unlike few other product or service markets, the employment economy is based upon the societal interactions of numerous macro groups that help to regulate not only the efficiency of candidate hiring, but also the stabilization of the market. In the real world, candidates achieve career stability through housing, products and services, training & advisement, and upward mobility (extended employment opportunities). Education, Government, and Charity play extensive roles in this regard.



**Above.** CareerMarket is a web portal intended to focus upon both CCP Career Services as well as the employment economy in aggregate. Careermarket will act to collectify the stakeholder interests and content of: Candidate, Employer, Government, Education, and Charity. All site services will provide extensive communication utility including CareerMarket's own social network, media center, and extensive directory system.





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## GETTING INVOLVED.



Cultivating raw talent with political connections.



### It's not just about jobs.

CareerMarket's incorporates the full system of interworkings between Candidate, Employer, Business, Government, Education, and Charity. From job hirings to relevant news to events, 3rd party services, and social networking, CareerMarket is the new employment economy.

### Do you Service the Career Economy?

CCP is an organization built upon servicing the Career Economy, particularly the economy sectors listed below. If you fall into one of these sectors, we look forward to working closely with you:

- Job Candidate—Consumers, Students, Grads, Job Applicants
- Employers—Hiring entities (Jobs, Careers, Apprenticeships)
- Government—Employers, Trainers, Service Agencies
- Education—U.S. Military, College & University, Trades
- Charity—Direct Services of Life & Career oriented products
- Business Community—3rd party products & services

### How to Start.

Please visit CareerMarket ([www.careermarket.org](http://www.careermarket.org)) for a full view of service offerings we provide. If you would like to incorporate your products or services with Careermarket, please feel free to contact us at : (720) 369-4230 or email us at: [Info@coloradocareerproject.com](mailto:Info@coloradocareerproject.com)

Becoming a member of Careermarket is easy and quite inexpensive. It's FREE for job candidates, charities, and education and starts at just \$19/month for business and employers.

CareerMarket is the Career Economy, spanning the full range of networking, sales, training, employment, and informational brokerage. Whatever your industry, whatever your capacity, your ability to interact within the career economy is uniquely manifested with CareerMarket.

Welcome to

**CAREERMARKET**®

A Corporate Career Project Web Portal



The Corporate Career Project® | Email. [info@coloradocareerproject.com](mailto:info@coloradocareerproject.com) | Web. [www.careermarket.org](http://www.careermarket.org)